

## NLB Appeals

(b) (6), (b) (7)(C)

Case 07-CA-299905

I am requesting an appeal on my Case 07-CA-299905. Under Michigan's Whistleblowers protection act (469 P.A. 1980), I believe I was expressly retaliated against following a meeting with (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) 2022. In that meeting I brought up my standing in the company and concluded with unionization efforts and busting at DTW1. I was quickly escorted out. I have stood as an advocate for the underdog against Amazon since I began in (b) (6), (b) (7)(C). I have made many safety concerns digitally using the "Voice of the Associate" board (VOA). I have no access to prove the history of my comments upon Amazon's internal problems. One of many safety concerns outside of tripping hazards was directly about auditory safety and lack of ear protection.

When I began employment I made many request that ASL workers be treated with the same rights and equal treatment but that wasn't the case. As a (b) (6), (b) (7)(C) I understood (b) (6), (b) (7)(C) were unable to receive training in their native language and I took it upon myself (b) (6), (b) (7)(C) and relay any messages to the deaf staff. I was rewarded for my ingenuity and began training others. I was illegally utilized by Amazon to conduct a training in sign language until informed of my inability to provide adequate services. I beseeched (b) (6), (b) (7)(C) at the time (January 2020) that wasn't right and my friends deserved equal treatment under federal law. (b) (6), (b) (7)(C) said we would work together organizing a class for managers and employees to learn basic signs for safety ("fire, keep hair tied up, emergency").

Then the pandemic began and the class was shelved. I continued to raise concerns about transparency between management and associates. It was an issue that adequate notification of exposure was not being taken. I brought up HIPAA concerns about returning from leave. I was terminated during that period due to a lack of protection on Amazon's behalf. I have a previous case with the (b) (6), (b) (7)(C) I plan on resuming due to a lack of protections afforded workers. Charge No (b) (6), (b) (7)(C).

I submitted a video in which I am filing for workers compensation and I felt the (b) (6), (b) (7)(C) team member was not respecting my private medical information. I recorded the interaction until (b) (6), (b) (7)(C) closed the blinds providing complete privacy. I was written up for recording on company grounds. I still stood by the fact my HIPAA trumps company policy. Later on following the interaction from SR Management (June 11, 2022) with threats of violence and termination I realized that (b) (6), (b) (7)(C) took my picture on company grounds also without reprimand.

When the union in New York formed while I was still employed I immediately contacted them requesting information to begin the same process in Romulus, Michigan. I did not want to broadcast to my managers that I had searched for external assistance since my request were fallen upon deaf ears. I joined their email mailing list back in May! I had hopes to begin the process of unionizing at DTW1 but had an altercation with senior management (b) (6), (b) (7)(C) not one month following a meeting with

(b) (6), (b) (7)(C). During that meeting (b) (6) let me speak freely until (b) (6) rushed me out when I asked about union busting being done at my location. (b) (6) stated that I had ran out of time but I felt placed a target on my back.

I believe this could be a targeted attack since (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) are both in (b) (6), (b) (7)(C) management and work closely together. I have sent over 20 emails to HR, Ethics and Management requesting a follow-up on my status as an employee. None were answered until given the ultimatum of contacting the EEOC/NLB.

I also believe that by dismissing me have consequentially voided me from any separation benefits after working for the company since (b) (6), (b) (7)(C). I had many benefits I wished to utilize if I opted to leave due to my growing discomfort but unable due to lack of communication from their HR Departments and Management.